Volume 11, Number 4 February 24-March 8, 1996

# UCSF Newsbreak

**Page 3** ... Industries export dangers, exploit children in Third World

**Page 8** ... Forum to address women's health issues on March 9

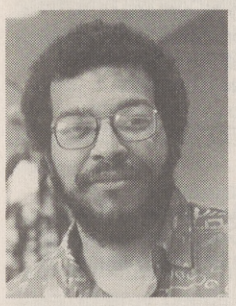
**Page 8** ... Employees learn new style of health care delivery at Medical Center

## Speaker urges taking action to end youth violence

By MARIE SANCHEZ

Medical and health providers have a professional responsibility to help prevent the epidemic of youth violence instead of just "patching up maimed and mangled bodies," says Howard L. Pinderhughes, UCSF assistant professor of social and behavioral sciences.

Speaking to a Brown Bag audience in mid-February on "The Role of Race in Violence Prevention," as part of Black Heritage month activities, Pinderhughes decried the reactive, costly and ultimately, unsuccessful policy of punishment after the fact.



*Pinderhughes*

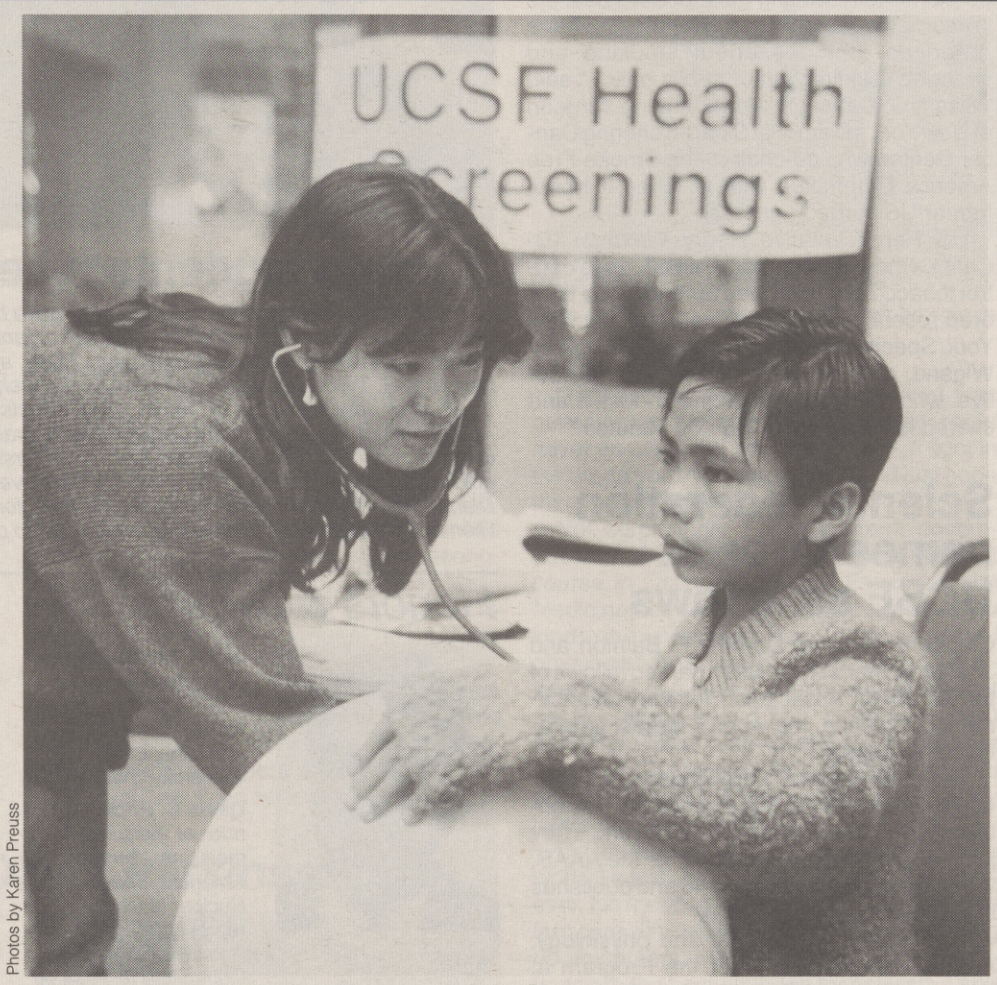
"We treat these kids as if they are social waste product, a toxic humanity who infect our society and need to be warehoused in remote areas away from the rest of us civilized people." Yet, after all the resources spent on police, courts and prisons, he asserts, youth violence is still soaring.

In examining why this is so in a five-year study of 1,000 inner city youths — only two of whom he found so damaged as to be undredeemable — Pinderhughes confronted the majority view of crime and violence. For although youths of *any* race who live in the inner city face the greatest risks of becoming a victim of or committing violence, the dominant mental pictures are still of "marauding hordes of African-American and Latino youths typified by the Central Park jogger case in New York City a few years ago."

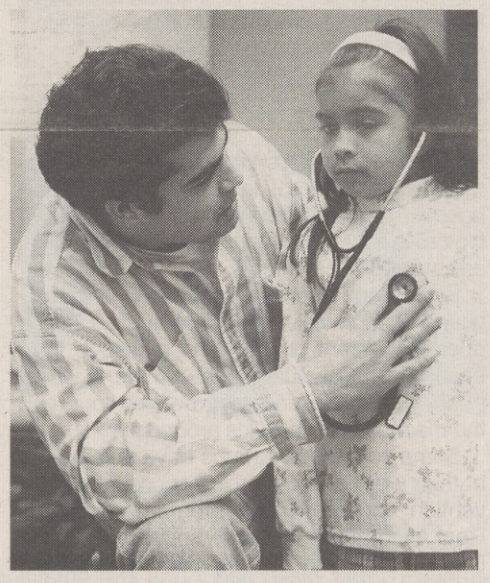
This image persists despite many studies which show that in "examining race, gender and violent crime, the relationship between race and [violence] is diminished when controlled for variables," Pinderhughes explains. Age and gender have far stronger correlations, with the strongest for males under 30 years.

"This racialization of the violence problem is one of the major barriers to the development and enactment of effective public policies,"

*(See* **VIOLENCE** *on page 2)*




Photos by Karen Preuss



## UCSF students do their part for a healthy community

*Second-year UCSF medical student Lana Kang, above, gives Noel Palacpac of San Francisco a check-up during a recent health screening at the Central YMCA. Third-year medical student Mike Fogli, pictured left, does the same for Claudia Polanco of San Francisco. Kang and Fogli were among the UCSF students who checked the ears, eyes, noses, throats and reflexes of local children in an event sponsored by the Student Bar Association of Golden Gate University's School of Law. The law students offered free dinners for homeless people.*

## Regents approve fee hikes, set preferences ban

By LISA CISNEROS

The UC Board of Regents approved on Feb. 15 fee increases for entering graduate students in selected professional schools for 1996-97 as part of an ongoing effort to bring UC fees in line with those charged at comparable institutions.

Students already enrolled in these programs at UCSF and other UC campuses are not subject to these new fee increases, which are in addition to other fees students pay.

The fee hikes for entering students in medicine, dentistry, law, veterinary medicine and business are part of a plan adopted by the Regents two years ago to phase in increases to put UC's tuition more on par with the average charged by Harvard, Stanford, University of Michigan and other institutions surveyed. The level of the fee will remain the same for each student for the duration of his or her enrollment in the professional degree program. Entering dental and medical school students will pay $1,000 more or $4,000 per year. Medical students also must pay an additional $376 per year on top of other fees.

The Regents also approved a new four-year plan to begin this fall to raise fees for entering graduate students in optometry, pharmacy and nursing to make tuition more equitable to comparable institutions. The new annual fee for optometry and pharmacy students is $2,000 while new nursing students will pay $1,500 per year.

At least one-third or $8.2 million of the total $24.6 million in revenue generated by the fee hikes in 1996-97 will be used for financial aid to maintain the affordability of the professional school programs. The balance, $16.4 million, will be used to sustain and enhance the quality of the programs and student services, according to UC policy. For example, fee income may be used to hire faculty and teaching assistants so that enrollment levels can be sustained in the face of budget cuts and loss of faculty through early retirement. Fee income also may be used for instructional equipment and facilities.

In other action, the Regents approved a 9 percent increase in tuition for non-resident students effective this fall. Students who come to UC from outside California will pay $12,533 or $695 more per year.

The board also approved President Richard C. Atkinson's timetable for implementing policies that ban the consideration of race

*(See* **REGENTS** *on page 6)*

## Tobacco industry tactic disrupts public health work

By REBECCA HIGBEE

The tobacco industry has been using freedom of information laws as a tactic in its strategy to disrupt activities of public health agencies seeking to reduce tobacco use, says UCSF researcher Stanton A. Glantz.

"Public health professionals must be aware of this tobacco industry ploy to undermine public health," says senior author Glantz, professor of medicine and a researcher at the UCSF Institute for Health Policy Studies.

Glantz and UCSF research fellow Stella Aguinaga examined public records act requests made to state and local health departments regarding programs funded by Proposition 99 — the California Tobacco Tax and Health Promotion Act of 1988 — which increased the cigarette tax by 25 cents a pack and allocated 20 percent of the revenues to anti-tobacco education.

Between 1991 and 1993, the CDHS Tobacco Control Section (TCS), which administers the majority of Prop 99 programs, received 59 requests for 371 documents, averaging 15.5 documents per month. The UCSF researchers found that 49 of the requests were linked to the tobacco industry; 60 percent of those from smokers' rights groups. Only three requests explicity identified themselves as being with the tobacco industry.

TCS staff estimated that they spent eight hours responding to each request, "preventing staff from using that time to develop critical tobacco control programs," Glantz says.

These findings are from a study that appears in the Winter 1995 issue of Tobacco Control, a quarterly journal published by the British Medical Association.

The researchers also looked at public records act requests of two other health promotion programs that address potentially controversial issues: the California Department of Health Services AIDS and Drug and Alcohol Program and the state's Department of Education HIV Prevention Program. These health programs did not receive any requests for documents during the same time period.

*"Public health professionals must be aware of this tobacco industry ploy to undermine public health."*

— Stanton A. Glantz, professor and researcher

Finally, the researchers evaluated requests made to the California Air Resources Board (ARB), a regulatory agency that is part of the California Environmental Protection Agency. The ARB received the usual requests for about 100 narrowly defined, specific documents a year.

"The tobacco industry's use of the Freedom of Information Act is different from requests made by the public and other businesses and interest groups," Glantz says. "We found that they are made through a complex, sophisticated network of lawyers, smokers' rights groups, and individuals or organizations with present or past links to the tobacco industry."

The requestors for Prop 99 documents also reportedly attempted to intimidate public health employees through requests for personal information (salaries, for example), and threats of immediate legal action if public health agencies did not comply with the request, the study says.

In addition, the requests encompassed a broad range of documents, from progress reports of community programs and quarterly cost reports, to local and regional grants and state surveys. Some requests were for several documents, others were for "all" documents related to Prop 99, Glantz says.

"The tobacco industry's abuse of the public records act raises management and policy issues for agencies that have an obligation to promote public health by reducing tobacco use," Glantz says. "Agencies should develop procedures and policies to respond to the requests while minimizing interference with their work."

The researchers suggest agencies require requests be submitted in writing and be as specific as possible.

The UCSF study was funded by the California Cigarette and Tobacco Surtax Fund and the National Cancer Institute.

## UC agrees to pay UPTE back wages

Nearly 4,000 UC technical employees — including 380 at UCSF — will receive an estimated $7 million in back wages after a ruling by the California Public Employment Relations Board (PERB) Jan. 12.

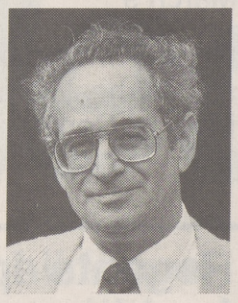
The ruling stated that the University had engaged in unfair retaliation against the employees who joined the University Professional and Technical Employees (UPTE) union Local 9119 in November 1994. Administrative Law Judge Gary Gallery ordered UC to pay back wages retroactive to October 1994, plus 10 percent interest to UPTE employees. According to the union's rough estimates, the back pay order equates to about $6 million in wages, plus $1 million in interest to the machinists, electronics technicians, lab technicians, writers, editors, artists and veterinarian nurses that make up the union systemwide.

Although UC is appealing the state decision, after having been granted an extension to do so until Feb. 9, the University now has begun the process of determining how much money it owes each represented employee affected by the ruling. According to UC's chief negotiator, Gayle Cieszkiewicz, associate director of Labor Relations, that process and dissemination of individual

*(See* **UPTE** *on page 3)*

# Gazette

## Glantz gets "Smoke-Free America" award



*Glantz*

Stanton A. Glantz, professor of medicine and researcher at the Institute for Health Policy Studies, has received a national award from the Smoke-Free America Committee.

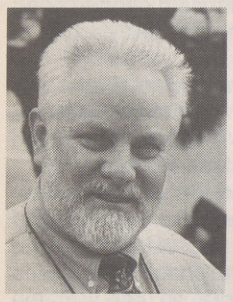
Presented for the first time this year, the "Smoke-Free America" Awards honor individuals and organizations whose courage and commitment have made a difference in America's anti-smoking movement.

Glantz is recognized internationally for his research on the connection between second-hand smoke and heart disease. He has also been an outspoken proponent of non-smokers' rights and has worked to create a smoke-free California.

"Through their outrage at the human and economic toll resulting from tobacco use, the persons we honor have helped to reshape American attitudes about smoking and changed the direction of public policy," said William G. Cahan, senior attending surgeon at New York's Memorial Sloan-Kettering Cancer Center, who co-chaired the Smoke-Free America Committee with C. Everett Koop, former US surgeon general.

US Representative Henry Waxman (D-Calif.), who led Congressional efforts to control tobacco use, also was among those honored recently at a special ceremony in New York. Special recognition was given to Jeffrey Wigand, a former tobacco company executive who turned against the industry and shared his story with CBS' "60 Minutes."

## Attkisson to work on UC outreach



*Attkisson*

Clifford Attkisson, dean of Graduate Studies and associate vice chancellor for student academic affairs at UCSF, has been named to the UC Outreach Task Force.

The 32-member task force will recommend priorities for the new outreach initiative recently announced by UC President Richard C. Atkinson. The group will review existing outreach efforts and suggest ways to improve and expand those programs and to create new ones. Identifying new funding sources for outreach programs will be a priority, in addition to strengthening the University's partnerships with elementary and secondary schools and community colleges.

Attkisson, the only Graduate dean on the task force, believes attention should be focused on assuring access to professional and graduate education within UC. "The major focus of the task force is on undergraduate programs," he says. "My goal is to speak as forcefully as I can about graduate and professional outreach. I want members to be aware of the full continuum of outreach activities necessary to enable all segments of the population to have access to educational opportunities in graduate and professional schools."

The task force, made up of UC Regents, staff and faculty and leaders in industry, higher education and public education in California, met for the first time on Feb. 1. Attkisson says the group's discussions reflected a strong commitment to outreach programs as an important method for achieving diversity among the student body.

"I look forward to serving on the task force," Attkisson says. "I'm optimistic the members will help identify the critical next steps the University must take to accomplish outreach and diversity goals."

## Science federation names three at UCSF as fellows

Claude D. Arnaud, Dorothy F. Bainton and Joseph B. Martin have been named fellows of the American Association for the Advancement of Science, the world's largest federation of scientists.

The new fellows were chosen for their efforts toward advancing science or for scientifically or socially distinguished work. They join 140,000 current members of the AAAS, which was established in 1848 and publishes the weekly journal, Science.

A professor of medicine and physiology, Arnaud also is director of the Program in Osteoporosis and Bone Biology. Bainton is vice chancellor, academic affairs, and professor, pathology. Martin is chancellor and professor, neurology.

The three were honored among the 26 new UC fellows and 273 total new fellows selected nationwide at a ceremony in Baltimore on Feb. 10.

## *Private Support*

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received Jan. 16-31, 1996.

**$1 Million or more**
Centeon

**$100,000 - $499,999**
The Estate of Alfred J. Relvas

**$25,000 - $99,999**
The Estate of Dorothy Lathrop Mitchell

## UCSF recognizes Hong Kong supporters

A group of Hong Kong philanthropists were honored at a Feb. 8 dinner for their generous donations to UCSF.

"This event recognizes the exceptional generosity of these international philanthropists and celebrates the growing support of UCSF's Hong Kong friends, which is benefiting people on both sides of the Pacific," said Chancellor Joseph B. Martin, who hosted the event along with his wife, Rachel, at the Grand Hyatt Hotel in Hong Kong.

The support of the Hong Kong donors illustrates the goal of UCSF's current "Strength to Strength" campaign, which seeks private support for the university. The effort to raise $530 million in the campaign dedicated to fulfilling the promise of revolutionary medical discoveries made in its laboratories and clinics is in its final stages.

The following UCSF supporters received special awards at the event.

♦ Dr. Cheng Yu-Tung: In 1987, Cheng funded a special fellowship program between UCSF and the Ministry of Public Health of the People's Republic of China. Known as the Cheng Scholars Program, the initiative established a fellowship program that brings promising Chinese medical scholars to UCSF for training in biomedical sciences and some clinical specialties. The scholars then take back to China their newly acquired skills. A resident of Hong Kong, Cheng is head of New World Development.

♦ The Lee Hysan Family: To honor the late Hong Kong entreprenuer Lee Hysan, his family, who live in Hong Kong, established the Lee Hysan Scholars Program at UCSF in 1989 to provide advanced training in oral biology to the best young faculty scholars from premier schools or departments of dentistry in China. In 1992, the family also established a special faculty position in oral biology at UCSF in honor of Lee Hysan. Lee Hysan founded the Lee Hysan Estate Company, Ltd. in 1920. In 1913, Lee Hysan became director of the Tung Wah Hospital, an institution that now represents the largest charitable program in Hong Kong, providing medical care, education, and social services.

♦ Y.W. Kan: Born in Hong Kong, Y. W. Kan, an internationally renowned and prize-winning geneticist and hematologist, joined the UCSF faculty in 1972. Kan pioneered the field of prenatal diagnosis at UCSF. His discoveries demonstrated for the first time that a single DNA mutation can result in a human disease. He also was the first to diagnose genetic disease in the fetus before birth. To honor his late father, Tong Po Kan, Kan established a faculty position in neurological surgery at UCSF in 1983. His father, Tong Po Kan, founded Hong Kong's Bank of East Asia.

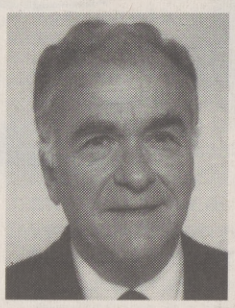
Kan also has been very generous in his support of other research and educational initiatives at UCSF.

Michele Firpo

## Nursing students receive scholarships

*Cheryl A. Reilly, right, and Bernice F. Doner have been awarded scholarships from Nursing Educational Funds Inc., an independent non-profit organization that indentified them as students with the highest potential for leadership in nursing. Reilly, a doctoral candidate, received support from the Margaret G. Tyson Fund and a Hiemenz scholarship. Her work focuses on nursing informatics and on whether assessment of symptom status affects the treatment programs and outcomes of HIV/AIDS patients. A student in the pediatric nurse practitioner master's degree program, Doner received support from the American Journal of Nursing Company Scholarship Fund. After graduating, Doner hopes to work in an underserved area, either in the US or abroad, and to teach. Diane Shea Pravikoff, not pictured, also is a doctoral candidate and received the Liesel M. Hiemenz Scholarship, which she hopes to use to pursue research on cardiac disease.*

## *Honors & Awards*



*Nadel*

**Jay A. Nadel,** medicine, physiology & CVRI: Honorary doctorate, Faculty of Medicine, Lund University, Sweden.

**David C. Price,** nuclear medicine & medicine: Member, American Board of Nuclear Medicine; representative to the Residency Review Committee for Nuclear Medicine of the Accreditation Council for Graduate Medical Education.

**Edward Yelin,** medicine & Institute for Health Policy Studies: Member, Committee on Assessing Rehabilitation Science and Engineering, Institute of Medicine.

**Theodore R. Schrock,** surgery: Premier Physician Award, Greater Bay Area Chapter, Crohn's & Colitis Foundation of America Inc.

**Darryl K. Miles,** third-year student, medicine: Lowell Glasgow Student Trainee Award, Western Society for Pediatric Research.

**Piero Mustacchi,** medicine, epidemiology & biostatistics: Official physician, French Consulate in San Francisco; consulting physician, Air France.

**George L. Kenyon,** dean, School of Pharmacy: Alumni Award for Outstanding Achievement in a Chosen Profession, Bucknell University Alumni Association.

## *Publications*

**Mark Leary,** psychiatry & SFGH Psychiatry HIV Task Force, SFGH, & **Alicia A. Boccellari,** neuropsychology service and psychosocial medicine, SFGH: Co-authors, "AIDS & the Impact of Cognitive Impairment: A Treatment Guide for Mental Health Professionals," (AIDS Health Project, UCSF, 1995).

**Malcolm S.M. Watts,** medicine, emeritus: Author, "A New Mind-Set for a New Era — A Physician's Commentary on the Health Care Crisis and Society," (Vantage Press, New York, NY, 1995).

**William Taeusch**, pediatrics, co-editor, "Surfactant Therapy for Lung Disease," (Marcel Dekker, N.Y, 1995); co-editor, "Pediatric and Neonatal Tests and Procedures," (W.B. Saunders, Philadelphia, Pa. 1996), with contributions from Kevin Coulter, Donna Ferriero, Elena Fuentes-Afflick, Robert Levin and Sylvia Villarreal, all at SFGH.

## Violence *(from page 1)*

Pinderhughes argues. Little changes as long as the violence is kept in non-white neighborhoods. And when the violence spills over, we typically respond with policies that add police, arrests and punishment.

In speaking directly with those who are accused of such violence, Pinderhughes developed a different profile. "The message from each one was actually quite simple, 'I would gladly give up my gun tomorrow if you could end the madness which swirls around me.'"

Some community groups have taken them at their word and organized successful intervention and prevention programs, such as Real Alternatives in San Francisco's Mission District. Based in minority communities and using minority peers and adults as counselors and teachers, programs like this one show anecdotal, but real, success according to Pinderhughes. He expects scientific results in about five years.

He recommends a similar level of activism among health professionals. Those in public health "are responsible for the promotion of the health of every member of that society." Since violence also has societal and economic causes, it cannot be viewed as just a personal or family responsibility, contends Pinderhughes.

This public health model, which he believes is gaining acceptance, can help society understand why youth commit crimes by using an epidemiological framework for disease analysis. The model analyzes the biological, medical, social, and psychological factors that increase the risk of violence, such as single parent households, poverty, low academic achievement, child abuse, exposure to violence, inequality, social isolation, the availability of guns, gang participation and drug and alcohol use.

To solve these problems society must: restrict firearms to limit lethal means of destruction, provide jobs and job training, reduce media violence, restrict drugs and alcohol more effectively and improve public education. Pinderhughes also urges a thorough examination of community-based violence prevention programs with particular attention to why some inner-city youth remain nonviolent.

As health professionals, "we've got to push community-based strategies of prevention and intervention as our objective," he argues. "It is critical that we start to inject this dynamic into the debate over policy."

*Marie Sanchez is a graduate journalism student at UC Berkeley.*


## UCSF Newsbreak

(ISSN0891-6063) Volume 11, Number 4, February 24-March 8, 1996 (two weeks). Published by the University of California, 3333 California Street, Suite 103, San Francisco, CA, 94143-0462, 21 issues per year — bi-weekly, except monthly during July, August and December. Second-class postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF Newsbreak, Public Affairs, University of California San Francisco, Laurel Heights, 3333 California Street, Suite 103, San Francisco CA 94143-0462.

**Deadline** for the next issue, which will cover March 9-22, 1996, will be on **Tuesday, February 27, at 11 a.m.** Please send campus and Medical Center news to Lisa Cisneros, 476-3256 or lisa_cisneros@quickmail.ucsf.edu, and calendar and gazette items to Michele Firpo, 476-3257 or michele_firpo@quickmail.ucsf.edu, all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If you need to view this communication in an alternate format, please contact Lisa Cisneros at 476-3256 with your suggestions.

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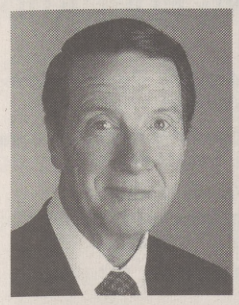
# Industries export dangers, exploit children in Third World, warns LaDou

By CHRISTINA DYRNESS

Americans may tout their country's achievements in environmental and occupational health and safety, but beyond US borders the picture looks bleak. From Mexican workers reaching into deep vats of toxic chemicals to exhausted Egyptian children at work tying carpet knots, UCSF's Joseph LaDou says abuse, injury and pollution are widespread in Third World countries — some of which he lays squarely at the feet of American investors and industries.



*LaDou*

"Most of the world is just now going through the industrial revolution and it's bigger this time than the last time," says LaDou, director for the International Center for Occupational Medicine.

Over the last half-century, hazardous industries have been slowly migrating from industrialized nations, which have enacted increasingly stringent environmental and worker safety regulations, to the Third World where such regulations are practically nonexistent and largely ignored. More than 60 percent of all industrial investment in developing countries can be attributed to foreigners, LaDou explained in a recent lecture sponsored by the School of Nursing's department of Mental Health, Community and Administrative Nursing.

"If things continue as they have been, China will soon be the largest industrial country and India will be second," he says. "At the current rate of industrial growth, the developed nations' energy needs will double the world's output of carbon dioxide in the next 20 years. This will have serious implications on the greenhouse effect."

The driving force behind the industrial migration is economic. Companies that move their production operations to Southeast Asia, for example, see a return on their investment within a year and a half, in large part because the workers accept the dismal and dangerous working conditions so readily. Unlike their counterparts in developed countries, these workers do not require high wages, compensation insurance or extensive benefits. "It's heaven on earth for these companies," says LaDou.

Manufacturers who move hazardous operations to newly industrialized countries are welcomed for the money and jobs they bring with them. Preoccupied by problems of unemployment, poverty and malnutrition, such governments have few environmental or workplace safety rules. And those they do have are rarely enforced, LaDou says.

The International Labor Office estimates that 180,000 worker fatalities and 110 million workplace injuries occur each year. If the industrial rate continues to grow at its current rate, these figures will double by 2025.

Daniel T. Teitelbaum

*Girls in Morocco make rugs that will be sold in Europe or the US.*

**Child labor a reality**

Despite the fact that child labor is illegal worldwide, it is a fact of life in many developing countries. Conservative estimates place the number of child workers at 200 million, almost equal to the population of the US. While some economic theorists say that child labor is an important part of developing economies and should be allowed, LaDou strongly opposes it. "No child under the age of 14 should be working," he argues. "It shouldn't be an issue."

But after watching hazardous industries migrate for the last 25 years, LaDou realizes that child labor and every other sort of industrial abuse is not about to disappear overnight. So how does he cope with such depressing trends?

"The best advice I've ever received was never look at the big picture. If you did, you'd never do anything. You have to pick a fight in the arena you think you can win and just hope there are a million others out there like you."

Not surprisingly, LaDou's arena encompasses UCSF, where he chairs a five-part course in Occupational and Environmental Medicine, the largest training program of its kind in the world. More than 600 occupational physicians from newly industrialized countries have completed the course. At the last session which ended Feb. 2, more than 80 foreign physicians attended, including 40 from Thailand. The Department of Medicine also offers scholarships to physicians from newly industrialized countries.

LaDou speaks to audiences all over the world as well. No matter his audience, however, his message is the same. "The first step is to care. I'm not in the business of drumming up volunteers, but environmental organizations are the best avenues for activism." And of the environmental groups, Greenpeace has the most permanent offices in developing countries, most of them sponsored by the Dutch government, and the most activist agenda, according to LaDou.

Unfortunately, as LaDou explains, resources are limited for many other international organizations. The total budget for the United Nations' World Health Organization and the International Labor Office is $3 million annually. The UN spends about 1,000 times that amount on its peacekeeping operations. As LaDou puts it, "The UN is spending money on their police force rather than on health."

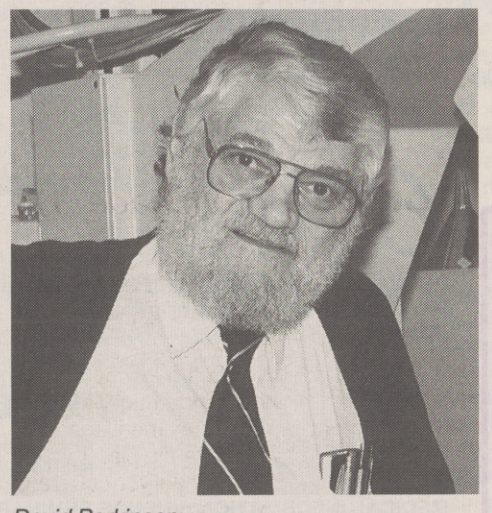
One bright spot on the horizon is the International Standardization Organization, based in Geneva, which is introducing some nongovernmental, cooperative standards for environmental and workplace safety regulations. "This is a very exciting attempt at regulation," says LaDou.

The standards are contained in initiatives called ISO 14000, for environmental regulations, and ISO 16000, for health and safety guidelines. Parts of ISO 14000 are being introduced this year, including an overarching guideline for managing environmental regulations. ISO 14000 will call for environmental audits for all participating companies, environmental performance evaluations and product labeling. The standards already have earned some strong support. The US Department of Defense announced recently that all of its contractors will be required to abide by ISO 14000 regulations, an obligation that will affect thousands of businesses all over the world.

*Christina Dyrness is a graduate journalism student at UC Berkeley.*

# Quiz stumps all but David Parkinson

David Parkinson, an electrical engineer for radiation oncology, is the winner of the first UCSF quiz. "I'm a trivia buff, so this was really up my alley," says David, who has worked 30 years at Mount Zion and two years at Long Hospital. A Mill Valley resident, David did his research in his local library and answered all but two questions correctly. Congratulations David!



*David Parkinson*

The questions and answers are as follows:

1. When was the campus officially renamed the University of California San Francisco? c: Although a separate campus for many years, the official designation "UCSF" was not made until 1970.

2. Before being called UCSF, what name was used? b: Affiliated Colleges. The move to Parnassus Heights brought together widely scattered schools, hence the name.

3. Who was UCSF's first chancellor? b: John B. de C.M. Saunders. Saunders Court carries his name.

4. Approximately how many UCSF riders are shuttled back and forth each week on the campus shuttle service? d: 18,000. Shuttle stats were published in Inside UCSF.

5. The Health Science Towers on Parnassus were awarded an architectural prize upon their completion in 1966. True or false? Hard to believe, but true.

6. Which school did not move to Parnassus Heights in 1898? b: School of Veterinary Medicine. We could have been UC Davis.

7. The original SF City and County Hospital was burned to the ground intentionally in 1908 because of : b: Plague epidemic. Had to kill the rats and those pesky fleas. Patients were moved to the Ingelside Jockey Club and Race Track and bedded in the stalls.

8. What percentage of physicians at SFGH are UCSF employees? a: More than 90 percent. A little known fact.

9. If you add the number of UCSF Nobel prize winners to the number of UCSF space shuttle astronauts, the answer is: a: 3. Harold Varmus and Michael Bishop won the award for oncogenes; Millie Hughes-Fulford is our shuttle astronaut.

10. What software program developed at UCSF speeds up the process of drug design? a: DOCK. Irwin Kuntz, director of the Molecular Design Institute, is the creator.

11. What were the first recreational facilities on campus? b: Tennis courts. A tennis craze hit Parnassus in the 1920s.

12. Students of which school were responsible for the first recreational facilities on campus? a: Dentistry students lead the way.

13. What UCSF building used to be known as CED? d: Center for Educational Development was the old name for Mission Center.

14. How many mammograms have been performed by UCSF's mobile mammography van since 1985? c: 71,000. Sorry for the reverse order.

15. Which school was responsible for creating the country's first social and behavioral science program at a health sciences university? c: Hats off to Nursing.

16. Approximately how many students are enrolled at UCSF. d: 3,600. Latest figures are 3,700 but this was the closest.

17. The Toland Hall murals were painted in what year? d: 1938. Look for 48th anniversary story in the spring.

18. In what year did Jeanne Dean, assistant director of hospital administration at UCSF/Mount Zion, begin her tenure at that medical center? c: 1964. Quick, who was president that year?

19. How many outpatient visits are recorded annually at all UCSF sites, including dental clinics? d: More than one million. A busy place.

20. The following was true: The number of UCSF employees living in Alameda County is one-seventh the total of those living in San Francisco. b: 1,300 in Alameda, 9,100 in SF. Marin and Solano have the fewest.

# UPTE *(from page 1)*

checks will take a few months.

UC appealed the state decision "because it disagrees with the legal components of the decision," Cieszkiewicz says.

About 30 technical workers demonstrated before work Jan. 26 on Parnassus while others responded to the union's statewide mailing that urged them to call their elected state and campus officials to ask UC to comply with the ruling, according to Karen MacLeod, UPTE's elected local president and negotiator at UCSF.

SPP technical workers could receive a 2.2 percent cost-of-living increase, a half-year merit increase for those eligible and will be eligible for the performance award funded at .8 percent.

A&PS technical workers could receive a 3.5 percent merit award depending on performance eligibility and could be eligible for a performance award funded at .8 percent.

The PERB ruling stemmed from an unfair labor practice charge filed against the University by UPTE last January.

## *Inside UCSF*

# Bond issues can bring big changes

David Powers

Proposition 203 on the March 26 state primary ballot could bring some welcome changes to campus. If voters approve the measure, UCSF will receive $19 million for safety and utility construction projects in the Medical Sciences Building, at Oyster Point and at laboratory buildings throughout campus. In the past, bond issues have provided funds to construct the library, pictured above, create the education center, replace campus fire alarms and fire protection systems, improve electrical systems and upgrade laboratory emergency shower and eyewash systems.

# Today/Tomorrow

## BLACK HERITAGE MONTH CELEBRATION CONTINUES

UCSF celebrates Black Heritage Month with the following events sponsored by the UCSF Black Caucus and those mentioned below. Call 476-4410 for more information, unless otherwise noted.

Sat., Feb. 24

**Black Caucus Gala IV.** Dinner/dance. $40. San Francisco Airport Marriott Hotel, Burlingame. 6:30 p.m.-1 a.m. For tickets and more information, call Bilal Shabazz at 476-4410 or Claudette Johnson at 476-4270.

Tues., Feb. 27

**"Ethiopianism, Negritude and Afrocentricity: The Elusive Quest for Black Intellectual Ethos."** Tarikhu Farrar, Anthropology & Humanistic Studies, Holy Names. N 217. Noon.

Wed., Feb. 28

**The Gospel Choir at UCSF.** A concert by the campus' own gospel choir. $3 students/$5 general public. Cole Hall. 6:30 p.m.

Thurs., Feb. 29

**"Jazz Extravaganza & African-American Vendor Fair."** Jazz performance features the Khalil Shaheed Sextet. Plaza Grill. 11 a.m.-1 p.m. Fair is in the Millberry Conf. Center. 11 a.m.-3 p.m.

## 24 Saturday

**WOMEN'S RESOURCE CENTER WORKSHOP:** *The Magic of Improv.* Karen Ripley, stand-up comedienne, teaches how to be spontaneous and playful without fear of judgement. $50. C 130. 9 a.m.-4 p.m. Call 476-5222 to register.*

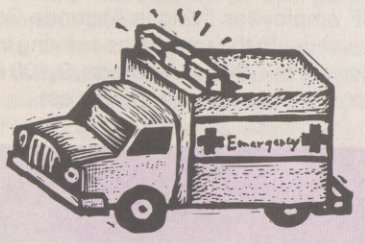
## MISSION HEALTH FAIR

Fair features free physical exams, HIV testing, prostate exams and screenings for high blood pressure, cholesterol, diabetes, tuberculosis and glaucoma, plus health information. Limited mammograms and visual and dental examinations also will be offered. Sponsored by the Mission Neighborhood Health Center, Associated Students of UC and the Chicanos/Latinos in Health Education at UCSF. Mission Neighborhood Health Center, 240 Shotwell St. (at 16th). 9 a.m.-3 p.m. Call 552-3870.

## 27 Tuesday

**NEW EMPLOYEE BENEFITS ORIENTATION:** S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

## 28 Wednesday




**BROWN BAG LECTURE SERIES:** *Advanced Directives: Who Makes Decisions When You Can't.* Bernard Lo, Prog. Med. Ethics, discusses patients communicating their wishes to family and physicians before they get too sick. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

## GOSPEL CHOIR CONCERT

UCSF's Gospel Choir performs. Sponsored by Millberry Arts & Performances. $3/$5. Free for students. Cole Hall. 6:30 p.m. Call 476-2542 for information.*

## 29 Thursday

**TAY-SACHS SCREENING:** Tay-Sachs screening for pregnant couples. Sponsored by the Reproductive Genetics Clinic and part of the California Tay-Sachs Disease Prevention Program. 350 Parnassus, Suite 810. Opens 9 a.m. Call 476-4080 for an appointment and more information.*

**MILLBERRY ARTS & PERFORMANCES' COLE HALL CINEMA:** *The American President.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 5:45 & 8:15 p.m. (Movies subject to change.) Call 476-2542.*

## 1 Friday

## WOMEN'S HISTORY MONTH EVENTS BEGIN

(See item in Upcoming Events on page 5.)*

**INSTITUTE OF HEALING ARTS & SCIENCES LECTURE:** *The 20% Solution.* Robert M. Dittler explains the distinction between reactive and responsive conditioned patterns of behavior. N 721. Noon. Call 330-5353. (Followed by a workshop on April 20.)*

**INSTITUTE OF HEALING ARTS & SCIENCES MEDITATION CLASS.** C 417. Noon. Call 563-4459.*

**PROFESSIONAL RESEARCH ORGANIZATION FOR STAFF PRESENTATION:** *Analysis & Purification of DNA by HPLC — Synthetic Oligonucleotides; Restriction Fragments & PCR Products; Plasmid DNA.* Mike Daley, Waters Corp. N 729. Noon-1:30 p.m. Call 476-5111 for information.

**MILLBERRY ARTS & PERFORMANCES' COLE HALL CINEMA:** *The American President.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Cole Hall. 6:30 & 9 p.m. (Movies subject to change.) Call 476-2542.*

## UCSF FACULTY/ALUMNI HOUSE DISPLAYS EASTER EGG EXHIBIT

*Susan Tibbon*

San Francisco artist Susan Tibbon will exhibit her unique eggs, prints, paintings and architectural constructions at the UCSF Faculty/Alumni House beginning Friday, March 1 through Friday, May 31.

The theme of this exhibition is "Born of Love and Passion."

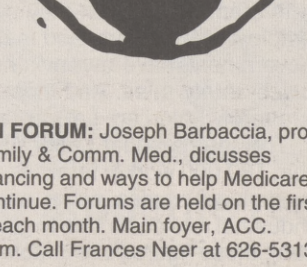
An egg identical to Tibbon's Presidential egg, which will be displayed at the White House, will also be on view.

Tibbon's imaginative watercolors, oils and etchings delight the viewer with evocative imagery and uncommonly fine detail. Her paintings are held in permanent collection at UC Santa Cruz and have been exhibited at the M.H. deYoung Museum, the San Jose Museum of Modern Art and Tiffany's.

UCSF Faculty/Alumni House is located at 745 Parnassus. The exhibit may be viewed from 9 a.m. to 5 p.m. weekdays and by appointment on weekends.

For more information,call 476-1471

## 2 Saturday



**LOW VISION FORUM:** Joseph Barbaccia, prof. emeritus, Family & Comm. Med., dicusses Medicare financing and ways to help Medicare programs continue. Forums are held on the first Saturday of each month. Main foyer, ACC. 11 a.m.-1 p.m. Call Frances Neer at 626-5313 for information.*

## 4 Monday

**INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION:** *Mindfulness-Based Stress Reduction and Well-Being Program.* Learn about a meditative approach for coping with anxiety, stress, chronic pain and illness modeled on the work of Jon Kabat-Zinn of the University of Massachusetts Medical Center, which was featured on the PBS series "Healing and the Mind" with Bill Moyers. N 517. Noon-1 p.m. Call 924-0771. Additional presentation on Thursday, March 7 from 6:30 to 8 p.m. in S 22.*

## 5 Tuesday

## PREVENTING FAMILY VIOLENCE

(See item in Upcoming Events on page 5.)*

## 6 Wednesday

**BROWN BAG LECTURE SERIES:** (See Women's History Month item in Upcoming Events on page 5.)*

## 7 Thursday

**MEDICAL INFORMATION SCIENCE SEMINAR SERIES:** *Evaluation of Computer Systems in Healthcare — An Anthropologist's Perspective.* Diana Forsythe, Med. Anth. N 217. Noon-1 p.m.

## 8 Friday

**INSTITUTE OF HEALING ARTS & SCIENCES LECTURE:** *Your Name & Colors.* Dennis Roliet explains the secret keys to beauty, personality and career. N 721. Noon. Call 330-5353.*

**INSTITUTE OF HEALING ARTS & SCIENCES MEDITATION CLASS.** C 417. Noon. Call 563-4459.*

## 9 Saturday

**WOMEN'S HEALTH 2000:** A daylong conference at UCSF. (See page 8 for story.)

## CONTINUING EDUCATION

**MEDICINE**

For program information, call 476-4251. To register, call 476-5808 unless otherwise noted.

**Pediatric Dermatology for the Primary Care Practitioner.** SF. Fri.-Sat., March 1-2.

**Annual Review in Family Medicine: Controversies & Challenges in Primary Care.** Hotel Nikko, SF. Wed.-Fri., March 20-22.

**Asthetic Surgery of the Face.** SF. Thurs.-Sat., March 21-23.

**Ninth Annual Primary Care Update.** Maui, Hawaii. Sun.-Fri., April 7-12.

**Practical Dermatology Review Course: Tips on Practical Therapy & Office Techniques.** SF. Sat.-Sun., April 20-21.

**Family Practice Board Review Course.** Hotel Nikko, SF. Mon.-Thurs., July 8-11.

**DENTISTRY**

For information and registration, call 476-1101.

**Prevention and Management of Medical Emergencies in the Dental Office.** UCSF. Sat., March 2.

**Fifth Annual Study & Ski in Squaw Valley.** Squaw Creek. Fri.-Sat., March 8-9.

**Managing Dental Pain: New & Practical Concepts for Diagnosing & Managing Dental & Orofacial Pain.** UCSF. Sat., March 9

**Advances in Clinical Dentistry — Symposium on New Developments in Dentistry.** Moscone Center, SF. Sat., March 16.

**The Art of Endodontics: Concepts & Techniques for the New Millenium.** UCSF. Sat., April 13.

**Pharmacology for the General Dentist: Update on Drugs Used in Dentistry.** UCSF. Sat., April 20.

**HIV Update '96 for Dental Professionals.** UCSF. Fri., April 26.

**Preparation for the Dental Hygiene Licensure Examination.** UCSF. Sat., April 27.

## DEVELOPMENT & TRAINING

For more information call 476-4032.

**Contracts & Grants Workshop.** Wed., Feb. 28. 9 a.m.-noon. $40.

**Supervising in the Workplace: Managing Employees with Chemical Dependencies, AIDS & Disabilities.** Wed., March 6. 8:30 a.m.-noon. $40.

**Payroll Workshop.** Wed., March 6. 12:30-4:30 p.m. $40.

**Materiel Management Workshop — Module I.** Fri., March 8. 8:30 a.m.-12:30 p.m. $50.

**Post-Award Management of Extramural Funds.** Tues., March 12, 19. 8:30 a.m.-12:30 p.m. $60.

**Supervisor's Guide to Performance Evaluation.** Wed., March 13. 8:30 a.m.-4:30 p.m. $40.

**General Ledger & Accounting.** Thurs., March 14. 9 a.m.-4:30 p.m. $50.

**Materiel Management Workshop — Module II.** Fri., March 15. 8:30 a.m.-12:30 p.m. $50.

**Writing Job Descriptions & Understanding Classification Concepts.** Wed., March 20. 8:30 a.m.-12:30 p.m. $40.

**Cost Transfers.** Tues., March 26. 9 a.m.-noon. $40.

**The UCSF Budget Process.** Wed., March 27. 9 a.m.-4:30 p.m. $40.

**Survival Skills for the Adminsitrative Assistant.** Thurs., March 28, April 4, 11, 18. 8:30 a.m.-noon. $70.

## RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222.

**Personal Safety, Rape & Assault Prevention Presentations.** By appointment to campus departments & employees in the workplace.

**Support Group for Rape Survivors.** Heal from the trauma of sexual assault through open dialogue, sharing the experience and information. Ten consecutive weekly sessions. Intake interview required. Date and time to be arranged. $180.*

## AIDS/HIV SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV-positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project, unless otherwise noted. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

**Individual Risk Assessment & Referrals.** By appointment.

**Facilitated Ongoing Groups.** For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

# Feb. 24-March 9, 1996

## REGULAR MEETINGS & ONGOING SUPPORT GROUPS

***SATURDAYS***

**HEALING GARDEN WORKING DAYS:** Second & fourth Sat. of month. UCSF/Mount Zion Cancer Cntr. Healing Garden, 2356 Sutter. Call 885-3693.*

***MONDAYS***

**DROP-IN SUPPORT GROUP FOR WOMEN LIVING WITH HIV/AIDS:** Free child care and beverages provided. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

**HEALTH PROFESSIONALS IN RECOVERY:** For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous, 12-step emphasis. Meets bi-monthly. Noon. Call 476-8279.

**UCSF STAFF COUNCIL MEETING:** Second Mon. of month. Noon-2 p.m. Call 476-5756.

**FRIENDS OF LOIS AL-ANON MEETING:** Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

**COLORECTAL CANCER SUPPORT GROUP:** Second and fourth Mon. of month. Reservations must be made at 885-7585. UCSF/Mount Zion Cancer Cntr., 2356 Sutter. 6:30 p.m.*

**MELANOMA SUPPORT GROUP:** For patients & family members. Meets monthly on a Monday. Reservations must be made at 885-7585. UCSF/Mount Zion Cancer Cntr., 2356 Sutter. 6:30-8:30 p.m.*

**UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP:** Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

***TUESDAYS***

**SFGH CIRCLE OF SISTERS:** Networking forum for black women working & studying at UCSF/SFGH. Meets monthly. Call 476-5222.

**MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP:** For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

**CAMPUS AMNESTY INTERNATIONAL MEETING:** First Tues. of the month. MU 111W. Noon-1 p.m. Call 566-8406.*

**UCSF GOSPEL CHOIR REHEARSAL:** Weekly rehearsals at MCB. Noon. Call 476-6761.*

**PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP:** For people with Parkinson's & their caregivers. Third Tues. of month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

**BREAST CANCER SUPPORT GROUP:** For women diagnosed or being treated at UCSF/Mount Zion or Parnassus. UCSF/Mount Zion Cancer Cntr., 2356 Sutter. 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

**NURSES' PAIN ASSOCIATION MEETING.** Second Tues. of month. C 254. 5:30-7:30 p.m.*

**BRAIN TUMOR SUPPORT GROUP:** First Tues. of month. C 130. 7:30-9 p.m. Call 284-0208.*

***WEDNESDAYS***

**GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING:** Second Wed. of month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues attend. Call 282-9650.

**SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS:** For those interested in psychiatric disorders & treatments. Call Laura Deering-Mayclin at 476-7394.*

**LATIN AMERICAN CAMPUS ASSOCIATION MEETING:** Second Wed. of month. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

**LATIN WOMEN COALITION:** For Latina faculty, staff & students. Noon-1 p.m. Call 476-7117.*

**PARNASSUS AL-ANON MEETING:** For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

**TAI CHI CLASSES.** UCSF/Mount Zion Cancer Cntr. Healing Garden, 2356 Sutter. Noon. 885-3693.*

**ALCOHOLICS ANONYMOUS MEETING:** Closed meeting: alcoholics only. Conf. Rm. 3, 1st fl., MCB. 12:05 p.m. Call 621-1326.*

**MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP:** For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

**FRIENDS & FAMILY MEMBERS OF CANCER PATIENTS SUPPORT GROUP:** First & third Wed. of month. J 221, UCSF/Mount Zion Cancer Cntr., 2356 Sutter. 4:30-6 p.m. Call 885-3693.*

**BREAST CANCER SUPPORT GROUP:** J 221, UCSF/Mount Zion Cancer Cntr., 2356 Sutter. 6:30 p.m. Call 885-3693.*

**SAN FRANCISCO CITY CHORUS REHEARSAL:** 7 p.m. Call 765-SONG for locations and audition information.*

**EATING DISORDERS SUPPORT GROUP:** Open to anyone dealing with an eating disorder in themselves or others. M 688. 7-8:30 p.m. Call 332-3425.*

**CO-DEPENDENTS ANONYMOUS MEETING:** 12-step program for people who have dysfunctional relationships. LPPI A119. 8-9:30 p.m. Call 432-3529.*

***THURSDAYS***

**AWAKE MEETING:** AWAKE (alert, well and keeping energetic) is a support and education group for people with sleep apnea and their families. Third Thurs. of month. Bring CPAP equipment for check-up. Call 885-7886.*

**CANCER SUPPORT GROUP — PATIENTS:** First & third Thurs. of month. J 221, UCSF/Mount Zion Cancer Cntr., 2356 Sutter. Call 885-3693.*

**UCSF GOSPEL CHOIR REHEARSAL:** Weekly rehearsals at Parnassus. Noon. Call 476-6761.*

**HEAD & NECK CANCER SURGERY SUPPORT GROUPS:** Separate groups for patients and patients' families meet simultaneously on the second and fourth Thurs. of each month. J 221, UCSF/Mount Zion Cancer Cntr., 2356 Sutter. 1-2 p.m. Call 885-7623.*

**PARNASSUS PLAYERS:** UCSF's theater group is rehearsing "The Road to Mecca," to be part of Women's History Month. Call 476-6761 or 476-9012 (day) or 821-5701 (evening).*

**ASSOCIATION OF CLINICAL RESEARCH NURSES MEETING:** Meets every other month, alternating between UCSF & Stanford. 5:45-7:30 p.m. Call 476-0683.*

**SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS:** Alternate Thurs. 6-8 p.m. Call 775-2854 to pre-register.*

***FRIDAYS***

**CIRCLE OF SISTERS:** Networking forum for black women working & studying at UCSF. Second & third Fri. of month. Noon-1 p.m. C 130. Call 502-5666.

**WEIGHT WATCHERS MEETING:** S 159. Noon-12:45. Call 476-5193.*

**ALCOHOLICS ANONYMOUS MEETING:** Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326.*

**LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP:** First Fri. of month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 986-2305.*

For information on 12-step and support groups call the Bay Area Self-Help Center at 882-6235 or the Mental Health Association of San Francisco at 882-6230.*

## THE NEXT DEADLINE

**Tuesday, Feb. 27, 1995** is the deadline for items to be listed in the next calendar, which covers **March 9-22, 1996** (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, e-mail it to michele_firpo@quickmail.ucsf.edu, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St. Suite 103 or call 476-3257. To submit articles for Newsbreak/Medsounds, e-mail them to Lisa Cisneros at lisa_cisneros@quickmail.ucsf.edu, fax to 476-3541 or call 476-3256.

*Open to the public.

## BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Fri., March 1: UCSF/Parnassus at Medical Center Way.
- Thurs., April 4: UCSF/Daly City, 333 Gellert Blvd.
- Fri., April 5: UCSF/Parnassus at Medical Center Way.

## *Upcoming Events*

### Women's History Month events begin March 1

Robyn Fowler

*A scene from "The Road to Mecca."*

"Women as Healers" is the theme of UCSF's celebration of 1996 Women's History Month. The month's events kick off on Friday, March 1 with the opening of "The Road to Mecca," a play by Athol Fugard about two women of different backgrounds struggling to understand each other as well as issues of racism, religion and love. Parnassus Players presents eight performances, March 1, 2, 7, 8, 9, 14, 15 and 16, at 8 p.m. in Toland Hall. Tickets cost $3 for students and seniors, $5 for the general public. Call 921-3231 for reservations.

On Monday, March 4, the Chancellor's Award for the Advancement of Women will be presented to Molly Cooke, clinical medicine, Gail Gagler, nurse educator at UCSF/Mount Zion and graduate students Donna Hendrix and Tracy Ware. These four women have challenged inequities, guided change and helped make the campus a better place. The presentation will take place from noon to 1 p.m. in Toland Hall.

Rita Redberg, assistant professor of medicine and anesthesia and co-founder of Women's Health Access, presents "Women and Heart Disease," a lecture about the gender differences and risk factors associated with heart disease. The lecture will take place on Wednesday, March 6, from noon to 1 p.m. in HSW 300.

Described as a tool giver and teller of sacred stories, ChoQoshAuh-ho-oh will present "Mother Bear Medicine: The Sacredness of Women," during which she will facilitate women's healing journeys through song, dance, invocations and storytelling. The presentation will be on Thursday, March 7, from noon to 1 p.m. in Toland Hall.

On Friday, March 8, "Silent Spring," a video about Rachel Carson will be shown. Carson sparked a revolution in government environmental policy with her book, Silent Spring, about the chemical poisoning of the environment. The video will be shown from noon to 1 p.m. in S 182.

On Saturday, March 9, "Women's Health 2000" will take place. (See story on page 8 for details.)

Diane Budd, assistant clinical professor of medicine and primary care provider at Women's Health Access, presents "Fear of Fat: Factual or Fatuous?," a lecture explaining the truth about body fat, how social forces affect women's health and the damage to women caused by an obsession with weight and body size. The lecture will take place on Wednesday, March 13 from noon to 1 p.m. in HSW 300.

On Tuesday, March 19, a panel discussion featuring survivors of family violence, entitled "Survivors: Healing Ourselves, Healing Our Communities" will take place in S 124 from noon to 1 p.m. The panelists will share their insights about their work to create a culture of peace.

On Wednesday, March 20, from noon to 2 p.m., UCSF medical student Huong Huynh, along with other UCSF women poets, will read poetry on the theme "Making Waves, Making Sound" in Toland Hall.

"Mokattam Garbage Village," a video of a play written and performed by a group of women from a small village outside Cairo, Egypt, will be shown on Tuesday, March 26. The video confronts the negative impacts of female genital mutilation. The women also created a video about how they formed a small rug-making business, which gives them an opportunity for economic independence and higher self-esteem. Both videos will be shown in N 217 from noon to 1 p.m. The videos also are available for loan from the Women's Resource Center. Call 476-5222 for details.

In another noontime lecture, Melissa Welch, assistant professor of medicine and general and internal medicine, presents "Unqualified Success," during which she will discuss the challenges and barriers women and minorities face in achieving professional success and credibility in the work force. The lecture will take place on Wednesday, March 27, from noon to 1 p.m. in HSW 300.

For more information on these and other events slated for Women's History Month, call 476-5222.

### Find well-being through mindfulness

Learn about a meditative approach for coping with anxiety, stress, chronic pain and illness at the Institute of Healing Arts & Sciences' "Mindfulness-Based Stress Reduction and Well-Being Program" on Monday, March 4, from noon to 1 p.m. in N 517 or on Thursday, March 7 from 6:30 to 8 p.m. in S 22.

The program was modeled on the work of Jon Kabat-Zinn of the University of Massachusetts Medical Center, which was featured on the PBS series "Healing and the Mind" with Bill Moyers. For more information, call 924-0771.

### Preventing family violence

The UCSF/Mount Zion Violence Prevention Project co-sponsors "Family Violence in Our Community — Preventive Intervention," a lecture/discussion on Tuesday, March 5 by Michael Rodriguez, associate director of the Pacific Center for Violence Prevention, and an instructor in the Department of Family and Community Medicine at SFGH. The lecture will be held in the Hellman Conference Room, UCSF/Mount Zion, from noon to 1 p.m. Call 885-7605 for more information.

### Community program on Gaucher disease

UCSF and Mount Zion Health Systems co-sponsor a community program on Gaucher (pronounced go-shay) disease on Thursday, March 21 at 7:30 p.m. at Temple Emanu-El, Arguello Blvd. at Lake Street. The most common inherited disease in Ashkenazi Jews, with an incidence of up to 1 in 600 live births, the disease affects approximately 1 in 40,000. The program will explain enzyme deficiency and the clinical aspects, genetic basis, diagnosis and treatment of the disease. Call 800-901-9997 for more information.

### Institute teaches alternative healing

The Institute of Healing Arts and Sciences at UCSF offers a workshop on Saturday, April 13, from 9:30 a.m. to 4:30 p.m. Michael Mayer, an instructor and director of The Psychotherapy Healing Center, will teach Tai Chi Chuan, an ancient method of meditation in motion. Tai Chi Chuan helps free the flow of one's inner rivers of *chi*, the body's electromagnetic energy. In this workshop, participants can discover why Western scientists are currently studying the healing effects of this ancient form of movement.

Please note: neither the university nor the Institute is responsible for the content of lectures or workshops. The Institute offers these programs as part of its mission to promote wellness and complementary healing modalities through its programs.

### Gaucher patient advocacy meeting

The public is invited to attend an advocacy meeting for patients with Gaucher disease on Tuesday, April 2, from 6:30 to 9 p.m., in the Golden Gate Room of the Millberry Union.

Guest speaker is John Barranger, professor of the departments of Human Genetics, Molecular Genetics and Biochemistry and Pediatrics at the University of Pittsburgh, who will talk about "Toward Gene Therapy: A Future Approach to Gaucher Disease." Julie Kurnitz, a humor specialist and workshop coordinator, will speak about "Humor, Creativity & Chronic Illness."

Those who want to attend the meeting must RSVP by Friday, March 22. The event is sponsored by the UCSF Gaucher Disease Referral Center, the National Gaucher Foundation and the International Patient Advocacy Association. For more information, call the Center at 1-800-901-9997.

# Fun Zone

## Millberry offers new ways to play and register

UCSF employees can expect to get a spring catalog of Millberry Programs and Services via campus mail next month.

Beginning Friday, March 1, employees can register for classes by fax, mail or by dropping off registration forms to the Millberry lobby.

Unbeknownst to some employees, people do not have to become a member of the Millberry Fitness Center to participate in the variety of classes it offers. All classes are open to the public and UCSF employees receive a discount, says Liane Wong of Millberry Fitness Center.

Millberry not only offers classes in fitness training, it also offers self-development courses in everything from acting to Feng Shui, the Chinese Art of space design such as furniture placement and lighting.

And while aerobics was all the rage a few years ago, group fitness actually comes in many forms designed to increase strength and flexibility, such as boxing and ski slide, the latter of which simulates downhill and cross-country ski movements. Employees who do not receive a spring catalog may call 476-1115 to receive a copy.

Photos by Tom Wachs

*Millberry offers guitar lessons.*

## Sign up for full moon sea kayaking Feb. 27

Sign-ups for a special evening of full moon sea kayaking on the Bay begin Tuesday, Feb. 27. First time paddlers are welcome to participate in the adventure slated for Tuesday, March 12. Cost is $35 for UCSF students and Millberry members; $45 for employees and $50 for the general public.

Call Outdoors Unlimited at 476-2078 for more information.

## Get oriented to white water rafting at clinic

Get an introduction and overview of outdoor Unlimited's white water rafting clinic and learn how to participate in the upcoming clinic. Applications will be taken on Tuesday, Feb. 27 at 8 p.m. in the Millberry Conference Center For more information, call 476-2078.

## Participate in sports clubs, meet people at UCSF

Whether it's rollerblading, rowing, soccer, running, squash, golf or taekwondo, UCSF has a sports club for you! To have fun and meet others with the same interests as you, call Alan Tower at 476-0356 for more information about meeting times and dates.

*Millberry's water aerobics class*

# Medical Call Board

## Athlete's foot

Researchers in the Department of Dermatology are seeking adults in good health over the age of 18 to participate in a study on athlete's foot. The treatment being tested is a topical cream used for the skin disorder. Participants will receive either medicated or non-medicated cream for the two-week trial period. The study may last up to four weeks. Reimbursement will be provided to participants. For more information, call Charlene or Chris at 476-7122.

## Leg sore study

The Department of Physiological Nursing is looking for volunteers to participate in an observational study on venous ulcers — wound or sores that develop on the leg as a result of bad circulation. The study will look at the role of nutrition and circulation in healing these ulcers. Participants may be of any age, must have venous leg ulcers, speak English, have a telephone and be able to come in for two four-hour visits at UCSF four weeks apart. Study participants will be examined and asked to fill out questionnaires. A $50 compensation will be available at the end of the study. For more information, call 476-4412.

## Postmenopausal hair loss

The UCSF Hair Research Center is looking for postmenopausal women under the age of 55 who have androgenetic alopecia (inherited thinning of the hair) for a study to evaluate a new hair growth promoting product. Women must be in good general health, have dark hair with good hair/scalp contrast, have not had menstrual periods for at least one year, and not be taking hormone replacement therapy. Women participating in the year-long study will need to make nine visits. For more information, call Monday through Wednesday, between 9 a.m. and 3 p.m, 476-2572 or 476-3638.

## Glaucoma disease

UCSF researchers are seeking African-American volunteers to determine whether eyedrops commonly used to treat glaucoma may be able to prevent the blinding disease. African Americans between the ages of 40 and 80 may be eligible for the study if they have ocular hypertension, high fluid pressure inside the eye that often precedes glaucoma. Many people with this condition don't know they have it, and prospective volunteers who believe they are at risk may call Peggy Yamada at 476-3711.

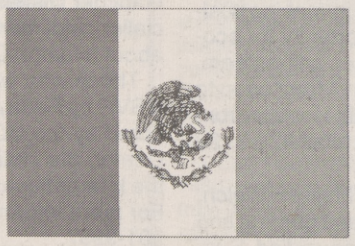
## New exercise program for people with Parkinson's

The Graduate Program in Physical Therapy, a joint program between UCSF and SFSU, in conjunction with the Parkinson's Disease Clinic, has begun an aerobic exercise program for people with Parkinson's disease. The clinic is a National Parkinson Foundation Center of Excellence at UCSF.

Classes are conducted by one of the faculty and graduate students in the physical therapy program. Participants should be able to walk independently or with a cane and be able to exercise for at least 20 minutes prior to enrollment. For more information, call physical therapist Marsha Melnick at 476-3452 or 338-1360.

## Apply for grants for US/Mexico research

UC MEXUS has issued its 1996 call for proposals for projects that bring American and Mexican researchers together.



Awards are offered for collaborative research in all disciplines between US and Mexican scientists and for research on Chicano populations or in Mexico-related studies. UC faculty eligible for principal investigator status and UC PhD candidates may apply. Faculty proposals are due Friday, April 5, 1996. Graduate student proposals are due Friday, April 19, 1996.

This year, UC MEXUS is offering small grants for travel, visiting Mexican scholars, lecturers, public service programs and other special, one-time, short-term needs. Deadlines for small grant proposals this year are Friday, March 1, Tuesday, July 2 and Friday, Nov. 1. For more information, contact the UC MEXUS universitywide headquarters at 252 Highlander Hall A, University of California, Riverside, Calif. 02521, (909) 787-3519 or ucmexus@ucrac1.ucr.edu.

## HIV/AIDS research funds available

HIV/AIDS research funds are available from the UCSF AIDS Clinical Research Center (ACRC) and UCSF Center for AIDS Research (CFAR.)

Preference is given to pilot studies. The deadline for the next funding cycle is Monday, April 29, 1996.

Applicants can submit studies in basic science, epidemiology, behavioral science, as well as clinical trials. Predoctoral students interested in getting involved in AIDS research are also eligible to apply. For more information and applications contact Layne Ethington at 476-8857 or stom%layne@ccmail.ucsf.edu.

Furthermore, ACRC is seeking faculty members who would like to be included in its database of peer reviewers for the Pilot Study Program. Peer reviewers confidentially fill out a one-page form briefly addressing five categories about the merits of a proposed pilot research project (generally 10 to 15 pages in length) that is within their field of expertise. To receive the survey form or get more information about ACRC's Pilot Study Program, contact Ethington at the aforementioned number or e-mail address.

## Regents *(from page 1)*

and gender in admissions. Regents had wanted that policy, which becomes effective Jan. 1, 1997, to apply to all students beginning in the fall of that year. But last month Atkinson delayed the ban saying the University could not move that quickly to change the criteria in time for undergraduate admissions.

With little discussion, the Regents compromised with Atkinson and approved to apply the new admissions policies to undergraduate students entering in spring quarter 1998, when fewer admission applications are filed. However, graduate and professional schools will implement the policy in fall 1997. The admission process for these students — whose numbers are far fewer than undergraduates — is essentially decentralized, which permits the consideration of new admissions criteria faster.

## New electronic personnel file available at UCSF

The UCSF Facilities Management Department is making a new automated employee database available at no charge to campus departments who request it.

Facilities Management developed the system to meet UC's specific personnel needs. Not only will the system track standard personnel data, such as an employee's identification number and home address, it also will keep track of vacation and sick leave accruals, evaluations, salary and performance awards, and worker's compensation. It can provide an organizational structure and has some budgeting capabilities as well, according to Russell Fitzgerald, payroll supervisor for Facilities Management.

"The database calculates the accrual rates even when there's been a leave of absence and it can keep track of compensation time off, paid time off or anything else you want to track," Fitzgerald says. "It's flexible, University-friendly and user-friendly."

Many documents that are currently kept in the departmental personnel file can now be monitored electronically with all the power offered by a relational database system. Designed to run under MS Access on a PC, the beta version is capable of exporting all queries to the database as Excel spreadsheets, which may then be read by a Macintosh computer.

About two years ago, Fitzgerald and others working at Facilities Management became aware of the need for a new personnel database to simplify and streamline access to and maintenance of such information. After examining commercial software offered at a national human resources management systems convention, a team of Facilities Management employees decided to develop an in-house version specific to the UC work environment. The "EmpDB," short for Employee Database as it has come to be known, was designed by Rick Fisher of Rick Fisher Consulting, and is property of the UC Regents.

Issues of security and confidentiality of such data are addressed in installation and operation instructions, says Fitzgerald. Since anyone who has access to the PC that has the database installed can retrieve the personnel data, he encourages users to use a password protected by a screen saver.

Staff from UCSF's Obstetrics/Gynecology and Accounting departments as well as staff from UC Santa Cruz who have seen the system have been impressed by its usefulness. It has even been downloaded by others when it was available on the Internet last year.

"The system is about 80 percent complete," Fitzgerald says. "But we are making it available at this time to be able to incorporate suggestions from other departments."

A fully operational version, which runs under MS Access, as well as a demonstration version using fictitious information, which does not require MS Access, is available for free.

Future releases will include payroll reconciliation, be capable of reporting leave accruals to UCOP electronically, and permit employees in a networked environment to input their leave usage directly into the database while printing their monthly time sheets at worksites. For a copy of the EmpDB, please contact Fitzgerald at 476-4379 or RFitzger@FM.UCSF.EDU

## Moffitt cafe to serve hot meals on weekends again

Due to feedback from customers, the Moffitt Cafe and Grill will once again serve hot meals on weekends, says Bruce Schroffel, director of operations. In January, the cafeteria had discontinued serving hot entrees for breakfast, lunch and dinner on Saturdays and Sundays as a cost-saving measure, but will reinstate the service beginning in March. As another convenience to customers, the cafeteria, located on the second floor of the Medical Center on Parnassus, has begun accepting debit and credit cards as a form of payment.

# Medsounds Continued

## Women *(from page 8)*

Redberg, co-founder of Women's Health Access. "In the last 20 years, we have made incredible advances in the understanding of heart disease and its risk factors for women," says Redberg, assistant professor of medicine and anesthesia.

Redberg is a faculty member in the division of Cardiology, a national leader in cardiac research, treatment and diagnostic technology, and high-quality patient care. Redberg's NIH-funded research focuses on risk factors in women for heart disease, particularly exercise, lipid status and hormonal status. She is also studying new ways to look at coronary arteries with noninvasive procedures.

Risk factors in women include smoking, high blood pressure, diabetes, high cholesterol, sedentary lifestyle, post-menopausal status and family history of premature heart disease.

"Hormone replacement therapy has been shown to lower the risk of heart disease for post-menopausal women by 35 percent," Redberg says. In addition, women who practice healthy lifestyles — such as proper diet and exercise — are at lower risk for heart disease.

Women with risk factors and those who have chest pain with exertion should consult with their health care providers right away, Redberg says.

### Pap smear

Cervical cancer is the sixth leading cause of cancer death in American women, but it doesn't have to be, says assistant professor of obstetrics and gynecology Karen Smith-McCune.

"The major risk factor for developing cervical cancer is the human papillomavirus (HPV), which causes the majority of abnormal results in Pap tests," she says. "If all women were to have Pap smears on a regular basis, we would be able to identify more at-risk women and ultimately prevent most cases of cervical cancer."

Smith-McCune and Joel Palefsky, associate professor of laboratory medicine, will present a talk about abnormal Pap tests, HPV and cervical cancer.

Smith-McCune evaluates and treats women with abnormal Pap results at the UCSF Dysplasia Clinic, which she directs. The Pap smear is a microscopic examination of cells taken from the uterine cervix in order to detect cervical cancer. It is recommended once a year for sexually active women who have a history of HPV.

HPV — one of the most common sexually transmitted agents — is a "silent" virus because it can be dormant and may not have visible symptoms. The virus may cause external genital warts, may be present on the cervix, and can cause dysplasia (premalignant changes) on the cervix that can only be detected by Pap tests.

As many as 40 million Americans are infected with HPV, with one million new cases of genital warts diagnosed each year. Women with genital warts should be examined for possible HPV infection of the cervix. Male partners of infected women are encouraged to be evaluated and treated for HPV at the UCSF Male HPV Clinic, which Palefsky directs.

"The presence of HPV between a couple establishes a risk of cervical cancer for the woman if left untreated," he says.

HPV can be treated by applying trichloroacetic acid or podophyllin to the infected area, electrocautery (burning) or cryosurgery (freezing). Sometimes conventional surgery, laser, or "loop" excision—a new technique that uses an electrical wire to remove lesions—is needed to treat larger affected areas. Although treatment may eliminate the warts, it does not necessarily eradicate the virus, Palefsky says.

Lisa Cisneros

*Nancy Milliken, left, talks with patient Kathy Dell at Women's Health Access*

### Problem pregnancy

Although some women over 35 have more problems with their pregnancies than those who are younger, the difficulties tend to be due to chromosomal abnormalities and to the fact that older women have more underlying medical problems, explains Sarah Kilpatrick, assistant professor of ob/gyn and reproductive sciences.

"I do not consider a healthy, pregnant woman over the age of 35 to be high risk," says Kilpatrick, a perinatologist, who will talk about what constitutes high risk pregnancy and how to manage them at the forum. "Risk of having a baby with chromosomal abnormalities—such as Down's syndrome—increases with the mother's age," Kilpatrick says, adding that the chance of this happening in a woman 35 or older is about one in 200.

Working together with midwives, ob/gyns and other perinatologists in the Faculty Obstetric and Gynecology Practice, Kilpatrick offers her expertise to the care of pregnant women with pre-existing medical conditions or unexpected complications of a normal pregnancy.

Good prenatal care means recognizing high risk factors and intervening appropriately but not excessively, Kilpatrick says. "A woman may begin a pregnancy with a known high-risk factor, such as dialysis for kidney failure, but any woman can develop a high-risk factor during her pregnancy." Common high-risk factors are preeclampsia (hypertension), gestational diabetes, multiple gestations, and previous pre-term delivery.

Kilpatrick investigates the characteristics of normal pregnancy, labor and delivery and the dynamics of amniotic fluid. In addition, she evaluates the management of post-term pregnancies, labor induction, twin pregnancy, extremely premature deliveries and pregnancies complicated by preeclampsia.

### Breast cancer

The diagnosis of breast cancer is not a "death sentence," says Laura Esserman, assistant professor of surgery. "Most women will do well, especially if their cancer is detected early."

Esserman is co-director of the Breast Care Center at UCSF/Mount Zion Cancer Center, which is dedicated to the evaluation of all breast problems. At the center, physicians from many areas of medicine work together and with the cancer patient to find the best treatment option. To help women adjust to a diagnosis of cancer, the Cancer Center houses a resource center that offers a library, support groups, a healing garden, art programs and nurses who act as patient advocates.

Esserman will lead two panel discussions to "put breast cancer into perspective." The first will cover breast cancer risk factors, screening and evaluation for all women. The second will focus on treatment options, reconstruction and hormone replacement for women diagnosed with breast cancer.

Other panelists include: Virginia Ernster, professor and vice chair of the epidemiology and biostatistics; Steven Frankel, assistant clinical professor of radiology; Judith Luce, associate clinical professor of medicine; Issa Eshima, chief of plastic surgery at UCSF/Mount Zion; Julianne Hanson, plastic surgery resident; Debasish Tripathy, assistant clinical professor of medicine in the Breast Oncology Practice at UCSF/Mount Zion Cancer Center; and Susan Claymon, a breast cancer survivor and patient advocate.

Esserman says women should regularly examine their breasts for changes, including the developments of lumps, swelling, dimpling, pain, or nipple tenderness or discharges. Women who find abnormalities should be checked by a physician as soon as possible.

Experts agree that the best hope for women is early detection of breast cancer. About one in 50 women will be diagnosed with breast cancer by the time they are 50 years old, according to Ernster. In women over 50 years, breast cancer death rates are reduced by about 25 percent in women who have regular screening mammography compared to those who do not.

"In women under 50, the benefits are not yet clearly proven, so this remains a controversial area," Ernster says. "Women should be informed of both the benefits and 'costs' of mammography—including the relatively high likelihood of a false-positive test requiring further diagnostic procedures."

For women diagnosed with breast cancer, treatment options may include lumpectomy (local removal of tumor) plus radiation therapy, or mastectomy (surgical removal of the breast). After surgery, chemotherapy or hormone manipulation may be recommended. Sometimes a combination of two or more treatment options is required.

Esserman says research is growing in many fields of medicine to discover ways to improve breast cancer knowledge and to develop new treatment and prevention strategies.

## Heart *(from page 8)*

to relieve the problem during the first few months of life, and the overall corrective surgery is performed after one year of age when the body and its heart-lung system are more mature.

Of all babies born with heart problems each year in the US, about 10 percent—or 2,000—have TOF. Infants with the heart defect may have episodes of rapid breathing or even lose consciousness, and older children often become short of breath or faint while exercising.

The two major abnormalities of TOF, a complicated heart defect, are: a large hole between the heart's two ventricles that allows blood to pass between them and out to the body without first going through the lungs, and a narrowing of the heart's pulmonary valve that partially blocks the flow of blood into the lungs. Also, the right ventricle is more muscular than normal, and the aorta, the large artery that takes blood away from the heart, is in an abnormal location.

The main steps in surgical repair are patching the hole and widening the pulmonary valve. In some patients the pulmonary artery, which carries blood to the lungs, is unusually narrow and surgery may include grafting tissue to this artery to widen it.

UCSF co-authors of the journal article are V. Mohan Reddy, John R. Liddicoat, and Doff B. McElhinney, cardiothoracic surgery and Michael M. Brook and Paul M. Stanger, pediatric cardiology.

## Jaffe *(from page 8)*

to study the hormonal regulation of reproductive function.

Jaffe, Fred Gellert Professor of Reproductive Medicine and Biology, established the Obstetrics and Gynecology Research and Education Foundation in 1976 and is its president. The Foundation, supports biomedical research and professional training in women's health, and has helped launch the academic and scientific careers of many researchers.

The department's reputation for outstanding research and superb patient care is the result of Jaffe's 80-hour-a-week dedication and commitment; his "labor of love" to the university and to the field of reproductive health. Now, Jaffe will delve into more in-depth endocrinology research, developing the role of the physician/scientist in reproductive biology, and textbook writing.

## Nominations due for Pearl Award

Nominations are now being accepted for the UCSF/Mount Zion Milton and Helen Pearl Award for Outstanding Service.

Nominations are due by noon Friday, March 22.

The purpose of the award is to recognize and reward an employee providing service to the UCSF/Mount Zion campus who has consistently performed at an extraordinary level. The awardee must have demonstrated exceptional willingness to render additional service of consequence to others, such as patients and co-workers.

Established in 1993 to honor the late Milton J. Pearl, a longtime surgeon at Mount Zion, the award will be given to a deserving employee at the UCSF Founders Day awards ceremony on Friday, April 19. The awardee will receive a certificate and a $1,000 prize funded by the Pearl family.

To be eligible for the award, employees must meet several requirements, which are specified on the nomination forms. Please submit nomination forms to Jeanne Dean, Selection Committee chair, Medical Staff Administration, Box 1639, room C 136.

## Apply for college scholarship

The Medical Center is offering the Jacqueline W. Kuhn Scholarship to a deserving student to help defray educational and living expenses incurred while away at college.

The purpose of the $1,000 scholarship is to recognize and reward a dependent of a Medical Center employee who has demonstrated excellence in academic accomplishment as well as service to the community through volunteer work and extracurricular activities.

Application forms must be returned to the Jacqueline W. Kuhn Scholarship Fund Committee, care of Kathy Balestreri, Box 0296 no later than Tuesday, April 30.

Applicants must be the dependent of a staff member who has been employed by the Medical Center for at least three years. Applicants also must have been accepted to or be enrolled at least half-time at a campus of the University of California or a California State University. The awardee will be selected by a panel of Medical Center staff. For an application, call Joan Guerra at 476-2230.

## Training *(from page 8)*

service coordinators and the newly trained PCAs and PSAs.

Based upon the recommendation of an internal consulting team, the reorganization of patient care is designed to help the Medical Center adjust in the highly competitive managed care marketplace and is expected to achieve two goals: provide team-based care and reduce expenses, Schroffel says.

Basically, these two goals will be accomplished by reducing the number of non-nursing staff that routinely interact with patients in both hospitals. For example, currently about a dozen staff members with different jobs may interact with a patient to deliver meals, draw blood, transport them, take an EKG, or tidy up the room. Under the revised system, these duties would be divided between PCAs and PSAs and thereby lower labor costs and decrease the flow of employees in and out of a patient's hospital room.

"We must be able to adjust our patient care services to the number of patients we have," explains Karen Akerson, an assistant director who spoke to employees at the start of a training session. "We have to match census and resources much better than we have in the past."

Akerson encouraged employees to be active players in the patient care redesign since their feedback is critical to the success of the restructuring process.

David Odato of Medical Center Human Resources and Jennifer Dickman of Nursing Administration have coordinated three rounds of training for PCAs and PSAs. The second group began Feb. 12 and the third will begin training Monday, Feb. 26.

Following the training program, the PCAs and PSAs will be tested for their competency in performing the expanded job skills. Those who successfully pass the evaluation will be hired and those who do not will return to their old jobs.

Volume 11, Number 4 February 24-March 8, 1996

# UCSF Medsounds

**Page 1** ... UC Regents raise fees for professional schools

**Page 1** ... A responsibility to prevent youth violence

**Page 3** ... Industry exports dangers, exploits children in Third World

## UCSF hosts Women's Health 2000

By REBECCA HIGBEE

To help women become better partners in their health care, UCSF and the Obstetrics and Gynecology Research and Education Foundation are sponsoring the third annual Women's Health 2000 on Saturday, March 9.

The goal of the daylong conference is to empower women to make informed choices regarding their heatlh and health care, says program chair Nancy Milliken, associate clinical professor of ob/gyn and reproductive sciences.

Milliken is the co-director and co-founder of UCSF Women's Health Access—a comprehensive, multi-disciplinary patient care service that focuses on the special health needs of women. She will deliver a keynote address titled "Women's Voices: Are We Being Heard?" during the forum. In her talk, Milliken will look at the obstacles and opportunities facing women who are seeking to improve their health and health care experience.

"Research regarding women's health and illness is severely lacking due to a historical bias towards funding research on men, with the scientifically unsound assumption that such research results could be applied to women," Milliken says. "Combined with societal attitudes towards women and their bodies, this has caused women to suffer from both under-and over-treatment of their medical conditions."

Milliken, whose research focuses on medical ethics, says studies show that women have a more difficult time than men in obtaining respect for their medical decisions. "Women and men should have an equal ethical and legal right to decide for themselves whether to accept or reject treatment recommended by their medical providers."

More women than men report that they are "talked down to" or treated like a child by a physician, and that they have been told that a medical condition they felt they had was "all in their head." One out of 10 women believes that she would have been treated differently as a person and as a patient if she had been a man.

"It is extremely important for a woman to find providers who will encourage her participation in decisions regarding her health and who will respect the preferences she voices," Milliken adds.

Changes in the delivery of health care make it more important for women to be able to communicate their concerns and needs to health care professionals effectively. "Women can improve their health care by making their voices heard, both individually and collectively," Milliken says.

Women's health services at UCSF and its multiple sites strive to move key findings of research at UCSF and elsewhere on women's health to the clinical setting, where this knowledge can benefit women who are seeking improved health care. Women's Health 2000 is a forum designed to accomplish this sharing of information. Talks will stress both prevention— such as exercise and fitness, eating and body image, and healthy living and contraception—and treatment updates for incontinence, cancers, and depression, to name a few. Health issues as they affect lesbians and women of color will also be featured.

Women's Health 2000 will take place at UCSF from 8 a.m. to 3:30 p.m. For more information or to register, call (408) 987-9089. Here are some of the highlights of topics to be discussed at the forum:

### Menopause

In the US, the average age of menopause is 51. At the time of menopause, the ovaries stop producing estrogen, which has an effect on a variety of organ systems.

"Because of lack of estrogen, women experience an accelerated loss of bone, which places women at a higher risk for disabling fractures and osteoporosis," says Robert Jaffe, professor of ob/gyn and reproductive sciences. Jaffe, director of the Reproductive Endocrinology Center, will discuss what happens to a woman's body during menopause, current treatment options to cope with the negative symptoms of menopause, and risks and benefits of treatment choices.

"After menopause, women's risk of heart disease increases to the levels seen in men," he says. "In addition, lack of estrogen causes bone loss and vaginal dryness, which can be irritating and cause painful intercourse."

Other symptoms include "hot flashes," oftentimes resulting in lack of sleep, discomfort and embarrassment, and loss of skin elasticity and collagen.

Jaffe says all of these effects can be decreased by using estrogen replacement therapy, however each woman should discuss risks associated with hormone therapy — such as the possible increased risk of breast cancer — with her caregiver in order to make an informed decision about how to manage her menopause.

A new center for menopausal women that will provide comprehensive care, patient education and opportunities for participation in research projects, headed by Valerie Baker, is slated to open at the UCSF/Mount Zion medical office building soon.

### Heart disease

Heart disease is the number one killer of women and men in the US, far more than cancer or accidents. Statistics by the American Heart Association show that all cardiovascular diseases combined claim the lives of about half-a-million women a year, while breast cancer claims about 45,000 lives and lung cancer 56,000.

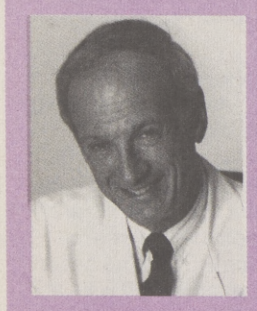
In the past, heart disease was studied as a problem mainly affecting men, and women were not included in most studies, says Rita

(See **WOMEN** on page 7)

## Jaffe's career: a 'labor of love'

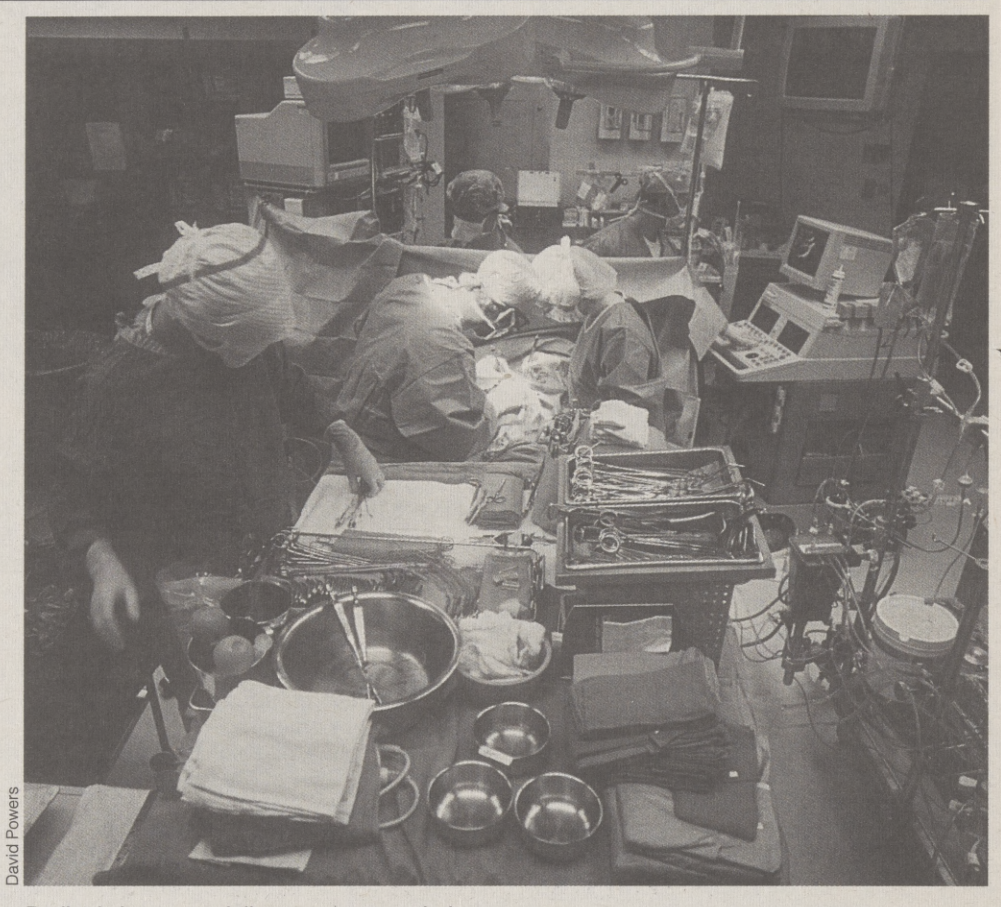
During the past 22 years, Robert Jaffe, former chair of UCSF's ob/gyn and reproductive sciences, has led an evolution. Under his leadership, the department grew into its own — blossoming from a small, obscure unit to now arguably the nation's best, recruiting distinguished faculty and outranking all other ob/gyn departments in NIH grants awarded for research.

Jaffe's vision of using the research strengths of the entire campus to create a broad-scope, interdisciplinary approach to reproductive biology and medicine was the driving force behind the department's coming of age. An expert in reproductive endocrinology, Jaffe established the Reproductive Endocrinology Center which he directs in 1973. The Center, considered one of the country's leading reproductive science centers, draws on the expertise of 18 faculty members in various disciplines



*Jaffe*

(See **JAFFE** on page 7)



David Powers

*Pediatric heart specialists operate on a baby.*

## Early heart repair yields good outcomes

By CORINNA KAARLELA

UCSF pediatric heart specialists have found that operating in early infancy to correct a congenital heart defect known by the nickname "blue baby" is a successful, cost-effective way to treat the disorder.

The UCSF team is now routinely performing total surgical correction of the heart defect, called tetralogy of Fallot or TOF, in all children with the conditon around the age of two months, even those who are in general good health. The single procedure has produced excellent results on the 30 babies treated, the team says, with no evidence of increased risk to the patients. The UCSF Medical Center is the first in the country to adopt this treatment approach, known as early routine total repair.

TOF, a disorder that causes a child's body to turn blue because it is deprived of needed oxygen as inadequate amounts of blood flow from the heart to the lungs, is one of the most common congenital heart problems in children.

"In the past, surgery to correct TOF in young infants was performed only as an emergency procedure because it was thought to be too risky for the small patient, but the outcome from these selected emergency cases proved to be very good," says Frank Hanley, head of UCSF's pediatric heart surgery program and chief of cardiothoracic surgery. "This paved the way for us to adopt infant surgery as a 'routine' treatment for all patients with TOF.

"We determined the ideal time to be at about two months because it is a point of stabilization during the early phase of life," says Hanley, who co-authored an article reporting on a clinical study in the current issue of the Annals of Thoracic Surgery.

Hanley emphasizes that early routine total repair at two months of age only applies to children who are not yet showing signs of distress from the defect. In some cases the surgery must be performed earlier.

UCSF's approach is based on three key points of logic: First, children who have this defect always require surgery, so the extra time provided by delaying the surgery does not mean the heart will repair itself. Second, early intervention provides a physiological advantage to the growing child by decreasing the time period that the body must survive with abnormal blood flow and oxygen levels. And third, the number of operations a child must undergo is reduced, with the added benefit that costs are minimized.

Another advantage of early repair is that it is less stressful for both child and family members because the procedure is performed under routine rather than emergency conditions, notes Hanley.

The standard treatment for TOF delays surgery in asymptomatic infants until problems develop. If a child does show signs of distress, temporary surgical steps are taken

(See **HEART** on page 7)

## Training continues in reorganization

By LISA CISNEROS

Employee training continues for the newly created positions of patient care assistant and patient support assistant, two key roles in the Medical Center's reorganized team approach to improve health care delivery.

To date, about 95 percent of the job openings have been filled by existing Medical Center employees, says Bruce Schroffel, director of operations. "We are very pleased we are able to fill almost all of these positions internally, which may result in few, if any, staff reductions," he says.

About 300 employees will have participated in the four- to six-week training program, which includes on-the-job instruction in both classroom and clinical settings.

The patient care assistants (PCAs) and patient support assistants (PSAs) are learning new skills that are required to meet the Medical Center's new model of patient care expected to be implemented at hospitals on Parnassus and at Mount Zion beginning in April.

The change marks a fundamental departure from the current decentralized style of health care delivery, with many staff from different departments performing specialized tasks, to an approach that fosters continuity of care through a core team of providers working together on the nursing units. With restructuring, team members include registered nurses, licensed vocational nurses, unit

(See **TRAINING** on page 7)